

**ANNUAL EEO PUBLIC FILE FORM
June 1, 2025 through May 31, 2026**

**Stations in Station Employment Unit:
WGVU-DT, WGVK-DT, WGVU-FM, WGVU-FM**

EEO OUTREACH ACTIVITIES DURING REPORTING PERIOD

**(In this Memo, “WGVU” refers to all four stations licensed to Grand
Valley State University)**

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

1. Job Fair Participation

2024 MAB Great Lakes Broadcast & Sports Media Academy in Detroit

Date: November 6, 2025 – 4 hours in length

Participating Employees: Vance Orr – Marketing and Promotions Manager
Nate Abramowski – Digital Content Coordinator

Host/Sponsor of Activity: Michigan Association of Broadcasters

Brief Description of Activity: In-person Career Fair organized by the MAB.

Offered Broadcasting and Engineering professionals and students information about seeking employment in broadcasting.

Media Career Fair at the Student Broadcast Awards

Date: April 8, 2026 – 4 hours in length

Participating Employees: Joe Perin – Membership Specialist
Joel Beltman – Broadcast Engineer

Host/Sponsor of Activity: Michigan Association of Broadcasters

Brief Description of Activity: In-person Career Fair organized by the MAB.

Offered Broadcasting and Engineering professionals and students information about seeking employment in broadcasting.

2. Internship Program

Date: June 1, 2025 – May 31, 2026

Brief Description: WGVU has an active internship program for students at Grand Valley State University, students from other universities, and members of the community. The number of slots and types of internship positions vary each year. The availability of these internships is advertised on WGVU’s website and GVSU’s Handshake application.

Participating Employees: Vance Orr – Marketing and Promotions Manager
Brooklyn Chaffee – Graphic Designer

WGVU Public Media Promotions department has an open intern position during the Fall, Winter, and summer semesters. These students gain a variety of real-world experiences through daily engagement with coworkers, partners/ sponsors,

and with different marketing and production vendors. Workload and education include Audience research; campaign strategy; creative copy writing and campaign voice development; interpersonal communications; campaign budgeting; and a variety of different design/ art production skills. During this reporting period, WGVU's Marketing team employed no interns, but did have a part-time GVSU graduate working in the department.

Participating Employees: Andrew Murray – Television Production Manager
During this reporting period, WGVU's Video Production team employed five interns. The students work with WGVU producers to learn the process of creating content in our production department, gaining experience in all aspects of television production. This includes studio and field audio, studio and field cameras, non-linear editing, and other aspects of production with the goal of preparing them to leave WGVU with skills to continue to grow in the broadcasting field.

Participating Employees: Kristyn Bomberg – Educational Services Manager
The WGVU Education Internship is designed to enable GVSU students to develop and enhance skills within the fields of education and nonprofit under the guidance of WGVU's experienced staff, supporting the intern in alignment with their own goals, interests, and passions around education. The Education Intern will be an active team member in addressing education priorities of WGVU and the communities we serve, learning all aspects of the WGVU Education Program, including PBS, NPR, WGVU, and MLC education assets and resources. During this reporting period, the Education Department hired one paid interns.

Participating Employees: Rick Bierling – Audio Operations Manager
WGVU Radio Production and Programming had three student interns from the GVSU Department of Visual and Media Arts. These students learned every aspect of radio broadcast operations including recording audio, multi-track audio editing, programming and scheduling automation, live sound mixing, and how to perform live on-air duties. These students also played a vital role in assisting the news department and on-air hosts in preparing their newscasts, managing the website content, and posting on social media. The goal was to give these students a comprehensive hands-on day-to-day experience to prepare them for a future career in broadcasting. During this reporting period, WGVU's Radio team employed no interns.

3. Scholarship Program

Date: June 1, 2024 – May 31, 2025

Participating Employees: Phil Lane – Director of Content

Megan Davey – Assistant General Manager

Brief Description: WGVU offers two scholarship programs each year. The WGVU Public Media Scholarship is open to students from all fields of study. The WGVU LZ Michigan Scholarship provides financial assistance to students who are Veterans or Veterans Dependents. A panel of station employees evaluates the

applicants and the GVSU Office of Financial Aid determines the award amounts. Details regarding the WGUV Scholarships can be found at GVSU's Scholarship Universe website.

4. Employee Training Programs

- Through Grand Valley State University, WGUV employees are encouraged to further their education and improve their potential for advancement by attending University courses tuition free.
- WGUV managers participate in the GVSU Accelerate leadership program on a rotating basis.
- WGUV belongs to a number of member organizations that offer webinars open to all staff for professional development.
- Staff members are encouraged to participate in conferences and meetings paid for by WGUV.

Course/Conference	Date	Number of Employees
Digital Transformation Program	Multiple	5
Public Media Development and Marketing Conference	7/7 – 7/10/2025	4
Public Media Content Conference	8/25 – 8/28/2025	4
NETA Conference 2025	9/15/2024 – 9/18/2024	3
Public Media 101	Multiple	3
SBE Membership and Webinars	Multiple	5
SBE Professional Certifications	Multiple	3
Public Media for All Day of Action	1/8/2026	10
Audience Development Summit	2/10 – 2/11/2026	10
APTS Public Media Summit 2026	3/2 – 3/3/2026	3
MiAEYC Conference	3/5 – 3/7/2026	1
NAB	4/18 – 4/22/26	2
Midwest Giving Workshop	4/20 – 4/21/2026	1
PBS Annual Meeting 2026	5/5 – 5/7/2026	8
MI Family Engagement Literacy Training	5/8/2026	2
PMBA Membership and Webinars	Multiple	1

5. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Date: July 14, 2025

Brief Description: Posting for Director of Development – WGUV Public Media

This open position was posted with the following organizations:

- Indeed
- WGUV
- GVSU Jobs
- Linked In

Date: February 9, 2026

Brief Description: Posting for Director of Technology – WGVU Public Media
This open position was posted with the following organizations:

- Indeed
- WGVU
- GVSU Jobs
- Linked In
- Society of Broadcast Engineers

6. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Navigating Critical Conversations – 7 Part Series

Participating Staff: All Full-Time Staff Members

Dates: June 17, 2025

Brief Description: Navigating Critical Conversations is a 7-part interactive workshop series which offers participants an in-depth exploration of key fundamental civil discourse principles and strategies. Through presentation, activity, and conversation, the workshop series emphasizes putting ideas into practice. Key training components include: (1) how to create the conditions for constructive conversations; (2) the value of perspective sharing and empathetic listening; (3) the role of emotions and emotional regulation in challenging conversations; (4) how to create boundaries for constructive dialogue; and (5) ways to increase shared understanding, build trust, and create a culture of accountability and action through productive dialogue practices.

Office of Civil Rights and Title IX Engagement – Mandatory Reporting

Participating Staff: All Full-Time Staff Members

Date: December 2025

Brief Description: All station personnel are required to complete a mandatory reporter training module annually which is administered through Grand Valley State University. This session taught staff about their responsibilities as mandatory reporters, identified key resources at their disposal, and allowed for questions/answers with the staff of GVSU's Title IX Office.